

## **RESUME OF EDWARD F. HARTFIELD**

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19905 Gaukler St.  
St. Clair Shores, MI 48080  
Tel. 586-419-7417  
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### **❖ EMPLOYMENT EXPERIENCE**

#### **President, Hartfield Resolution Group - February, 2010-Present**

- Mediates union-management contract negotiations, grievances & employment disputes
- Trains unions and management in Interest Based Bargaining, grievance resolution, cooperative process, and alternative dispute resolution
- Conducts neutral assessments of organizations and departments
- Designs dispute resolution systems and consensus-building processes
- Administers panels of neutrals in employment disputes, health care issues, insurance and worker's compensation cases
- Provides impartial election administration services

#### **Executive Director, The National Center for Dispute Settlement - 1988 - 2010**

- Provided executive oversight of ADR firm that carried between 100-150 employees
- Responsible for direct oversight of Michigan office which provided ADR services to consumer arbitration, labor, employment, and residential construction industries averaging 10,000 cases per year
- Mediated disputes in labor, employment, civil rights, securities, international, commercial, environmental, etc.
- Mediated union-management contract grievances & employment disputes
- Trained unions and management in Interest Based Bargaining (IBB), grievance resolution, cooperative process, partnering techniques and alternative dispute resolution
- Designed dispute resolution systems and consensus-building processes
- Administered national panels in grievance resolution, employment disputes, insurance and worker's compensation cases
- Conducted neutral assessments of organizations and departments
- Administered Equal Employment Opportunity Commission and Michigan Department of Civil Rights Mediation Caseload.
- Served as mediator, arbitrator, fact-finder of federal government and military labor management disputes

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- Trained Office of General Counsel staff in settlement techniques, 2008-09
- Trained FLRA staff in IBB and Dispute System Design techniques, 1993-94

### **Member, Federal Service Impasses Panel - 1994 – 2002 & 2009-Present**

- Appointed by Presidents Clinton & Obama to serve on a 7 person panel of neutrals responsible for resolving federal government sector labor-management disputes

### **Impartial Referendum Supervisor, International Brotherhood of Teamsters 2007-Present**

- Oversee, monitor, and certify national contract ratifications for the Teamsters
- Observe and Certify printing and mailing of ballots
- Manage duplicate ballot requests
- Resolve challenges and election issues
- Supervisor and certify final tally

### **Commissioner, Federal Mediation and Conciliation Service - 1979-1988**

- Served in the National Office (1979-80) and in Detroit Office (1980-88)
- Mediated contract negotiations in many industries and worksites, federal, state, and local government, in addition to private sector
- Conducted training programs for unions and management in labor - management relations, communication, grievance resolution, employee involvement, and strategic planning
- Spoke to local, regional, and national conferences on union-management relations
- Mediated collective-bargaining grievances
- Designed Partners in Change, a joint labor-management strategic planning process, and other training programs

### **Mediator, State of New Jersey, Office of Dispute Settlement - 1976-1979**

- Mediated environmental, racial, ethnic, and community disputes
- Trained organizations in negotiations and mediation skills
- Served as a technical resource to dozens of municipal governments to advise them about the use of dispute settlement techniques

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- Helped organize the first national conference on community dispute resolution (1979)

### **Field Representative (Ombudsman), State of New Jersey, Office of Citizen Complaints - 1974-1976**

- Resolved complaints of citizens against state agencies

### **Teaching Fellow, Kanazawa Japan Board of Education Oberlin College Shansi Foundation Fellowship - 1972-1974**

- Taught English in a Japanese High School
- Conducted English language seminars for public school English teachers
- Conducted research on Japanese labor-management practices and the Japanese education system

## **❖ INTERNATIONAL EXPERIENCE**

### **Japan & Asia:**

- Led the Negotiating with the Japanese seminars at the University of Michigan Executive Education Center from 1988 to 1998, the only such program in the U.S. to be endorsed by the Japanese Embassy
- Significant experience providing cross cultural consultation and training to Western, Japanese, and Chinese companies on how to negotiate and do business with each other
- Strong Japanese language skill
- Recipient of the Oberlin College Shansi Foundation Fellowship to teach and do research in Japan
- Junior year abroad at Waseda University, Tokyo

### **Europe:**

- Strong Spanish language skills; conversational French & Italian
- High familiarity with European social, cultural, and political issues
- Employed by CBS TV's World Youth Forum as a Seminar Tour Guide throughout Western Europe for high school students

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### **Middle East:**

- Conducted negotiation and dispute settlement skills training for the 101<sup>st</sup> Airborne Special Forces along with State Department consultant on Middle East

### **Latin America:**

- Lectured to the Sergio Arboleda LLM Program in Colombia, Winter, 2012

### **❖ LEGAL AND LEGISLATIVE EXPERIENCE**

Over the years, my work in dispute resolution has involved a great deal of exposure to legal and legislative matters related to the entire spectrum of dispute settlement issues. While I have made it a priority to familiarize myself as much as possible, whenever necessary, I have sought either the involvement or assistance of legal counsel with subject matter expertise in those areas. My commitment to the importance of legal and legislative matters is reflected in the fact that over the years, I have been an adviser to the ADR Section of the Michigan State Bar, and appointed to the Michigan Supreme Court Committee on Mediation, and the Michigan State Court Administrative Office Task Force on Confidentiality.

### **❖ ARBITRATION PANEL MEMBERSHIP**

Admitted to the Arbitration Roster of the Federal Mediation & Conciliation Service

Admitted to the Michigan Employment Relations Commission Panels of:

- Grievance Arbitrators
- Fact Finders
- Act 312 Interest Arbitrators

### **❖ MEDIATION PANEL MEMBERSHIP**

- AT & T and the Communication Workers of America, Grievance Mediation Panel
- Consumers Energy and the Michigan State Utility Workers Council,

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- Grievance Mediation Panel
- University of Michigan Medical Center and the Michigan Nurses Association, Grievance Mediator

### ❖ EDUCATION

B.A. Sociology & East Asian Studies - Oberlin College, Oberlin, Ohio, 1972

M.A. International Economics & Political Science - University of Detroit, Michigan, 1994

### ❖ PROFESSIONAL AFFILIATIONS

- Society of Professionals in Dispute Resolution (currently known as Association for Conflict Resolution, ACR) , Past International President, 1990-91, Board of Directors, 1982-1992, Member, 1976-1992
- Association for Conflict Resolution, Southeast Michigan Chapter, Board of Directors, 2012
- Labor and Employment Relations Association (previously known as IRRA, the Industrial Relations Research Association), Immediate Past President, Detroit Chapter, Board Member since 2008, member since 1980
- Southeast Michigan Labor Management Committee, Board of Advisers
- State Bar Committee on Alternative Dispute Resolution, Past Adviser
- Michigan Supreme Court Committee on Mediation, Past Member
- Michigan State Court Administrative Office Committee on Confidentiality, Member
- Engineering Society of Detroit, Member since 2008

### ❖ SAMPLE PUBLICATIONS

- *"Towards A New Model of Labor Relations: A Neutral Perspective"*, with Jeff Hartfield. Engineering Society of Detroit Symposium, Spring, 2010
- *"Understanding Confidentiality in Mediation: Back to Basics"*, State Bar of Michigan ADR Newsletter, April 2001
- *"Creating Hybrids In ADR: The Med-Arb Process"*, Michigan Lawyers

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- Weekly, May, 2007
- *"Interest Based Negotiations: A Valuable Tool for Labor and Management"*, Michigan Lawyers Weekly, January, 1996
  - *"Grievance Mediation: Another Tool for Labor and Management"* Michigan Municipal Review, May 1992
  - *"Conducting Successful U.S. - Japan Negotiations"* East Asian Executive Reports, 1992
  - *"The Unified Field Theory of Dispute Resolution"*, SPIDR Journal, Fall, 1990
  - *"Qualifications and Training Standards for Mediators of Environmental and Public Policy Disputes"* Seton Hall Law Journal, Winter, 1988
  - *"The Role of Attorneys in Employee Involvement Plans"* Institute for Continuing Legal Education, 1987
  - *"Career Strategies in Dispute Resolution"* SPIDR Journal, 1986
  - *"The Secret of Movement"* SPIDR Journal, 1985
  - *"Using Mediation and Arbitration to Resolve Grievances and Employment Disputes"* Public Employers Labor Relations Association Labor Relations Manual, 1984
  - *"Understanding Alternative Dispute Resolution: A Primer for the Construction Industry"*, Michigan Construction Users Council Newsletter
  - *"The Neutral Makes a Difference"* SPIDR Journal, November, 1983
  - *"Becoming a Mediator"* SPIDR Journal, November, 1982

### **❖ RECENT ARBITRATION AWARDS**

- Department of the Air Force, Luke Air Force Base vs. AFGE 1547
- Department of Justice, Bureau of Prisons, Texarcana Federal Correctional Institution vs. AFGE Local 2459
- Department of the Navy, Portsmouth Naval Shipyard vs. IFPTE Local 4
- Department of Veterans Affairs vs. AFGE Local 2109
- Department of the Air Force, Eielson Air Force Base vs. AFGE Local 1836
- Department of Agriculture vs. National Joint Council of Food Inspection Locals, AFGE
- Department of Justice, Bureau of Prisons, Estill, S.Carolina Federal Correctional Institution vs. AFGE Local 3976

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